

CHALLENGES OF PRODUCING AND RETAINING QUALITY TEACHERS

PRIMARY TEACHER TRAINING

GAULIM TEACHERS COLLEGE EXPERIENCES

FOCUS QUESTIONS

- WHAT ARE THE CHALLENGES OR ISSUES WE FACE IN PRODUCING QUALITY TEACHERS
- WHAT ARE THE CHALLENGES OR ISSUES ASSOCIATED IN RETAINING QUALITY TEACHERS

INTRODUCTION

- PRODUCTION AND RETAINING QUALITY TEACHERS ARE BROADLY ASSOCIATED WITH THE FOLLOWING MAIN CATEGORIES
 - ✓ Academic attainment associated issues/challenges
 - ✓ Social associated issues/challenges
 - ✓ Economic Associated issues/challenges
 - ✓ Physical Environment associated issues/challenges

SPECIFIC ISSUES AND CHALLENGES

- STUDENTS SELECTIONS & ENROLMENT
- CURRICULUM FRAMEWORK
- PROGRAM DURATION-TRIMESTER VS SEMESTER
- TEACHING AND LEARNING INNOVATIONS
- TEACHING AND LEARNING ENVIRONMENT

STUDENTS SELECTION ISSUES

- HIGH DEMAND PRESSURE FOR ENROLMENT RESULTS IN OVERCROWDING
- HIGH FEES FACTOR ISSUE
- BRIBERY ISSUES
- RELATIONSHIP ISSUES-WHOM YOU KNOW
- EDUCATIONAL AGENCY PRESSURES
- CERTIFICATES FORGING ISSUES
- INFLATED MATRICULATION GRADES

CURRICULUM FRAMEWORK

- TOO MANY COURSES WITHIN SHORT TIME FRAME
- REFORMED CURRICULUM YET TO BE EMBRACED AND OWNED BY STAFF
- NEW COURSE INTRODUCED WITHOUT BE LEARNED IN TEACHER TRAINING
- INADEQUACY OF MATERIALS

DIPLOMA PROGRAM DURATION

- TRIMESTER VERSUS SEMESTER
 - ✓ Trimester only 10 teaching weeks per assessment period
 - ✓ Average number of unit courses is 8 per assessment
 - ✓ Average number of assessment per unit course is 3 hence a students need to complete on average 24 assessable tasks
 - ✓ So on average a student required to complete 24 unit courses with a total of 576 assessable tasks

SUGGESTIONS & RECOMMENDATIONS

STUDENTS SELECTIONS AND ENROLMENT

- That minimum required grade be strictly adhered to by selecting authorities.
- That students character references strictly considered by selecting authorities.
- That collaborative effort in shared responsibility to fairly target areas of great need for teachers.
- That disadvantage areas be given special considerations and assistance

Suggestions and recommendations on curriculum & program duration

- That semester be re-introduced to provide breathing spaces for staff and students to study indepth.

Suggestion/recommendation for Teaching & Learning Environment

- That the National and Provincial in partnership with the Education Agency (United Church) collaboratively share the responsibility to support new development activities to facelift the living and study facilities

CONCLUSION

- Gaulim Teachers College was neglected for the last 45 years with no grant forthcoming from the Education Agency (United Church) and a declining operational grants from the Department of Education through Teacher Education (on average K50,000.00 annually).
- Staff and students have suffered long enough in such extreme teaching and learning environment
- However, Gaulim has potential to increase enrolment to 1000 students. So whose responsibility to enable vision 2050 to be achieved?